



# United States Department of the Interior

FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240

## DIRECTOR'S ORDER NO. 141

Subject: Disciplinary Action for Unauthorized Activities in the Course of Scientific Studies or Investigations

**Sec. 1 What is the purpose of this Order?** This order establishes Service policy for the administration of disciplinary action for unauthorized activities by employees in the course of scientific studies or investigations.

**Sec. 2 What is the scope of this Order?** This Order applies to Service employees who are involved in scientific studies or investigations.

**Sec. 3 What is the responsibility of employees who are involved in scientific studies or investigations?** The scientific integrity of our survey efforts and other scientific studies is central to the credibility of our agency. It is critical that employees ensure that all studies or investigations, especially those where the results may affect how the Service implements laws and regulations, adhere strictly to established scientific protocols. If any employee questions the scientific methods being used in a study, including the quality assurance and quality control procedures for the analysis, it is imperative that they use the appropriate channels to address their concerns with the directors of the research. Any measures, taken outside of established study protocols, to "test" any aspect of a study without the knowledge and consent of the principal investigator are always unacceptable and should never be undertaken by any Service employee.

**Sec. 4 What is the penalty for acting outside of established scientific protocols?** Acting outside of established scientific protocols is unacceptable conduct that may result in disciplinary action up to and including removal from the Service. Such conduct may also result in referral to the Office of the Inspector General for investigation.

**Sec. 5 What is the effective date of the Order?** This Order is effective immediately. We will include the provisions of the Order in 227 FW 2 of the Fish and Wildlife Service Manual.

**Sec. 6 When does this Order expire?** This Order will expire on March 31, 2003, unless amended, superseded, or revoked.

  
DEPUTY DIRECTOR

Date: February 12, 2002